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Arizona Apprenticeship Council

REPORT TO  
THE GOVERNOR  
YEAR ENDING 1950

APPRENTICESHIP IN ARIZONA

ARIZONA APPRENTICESHIP COUNCIL

523 Heard Building

Phoenix, Arizona

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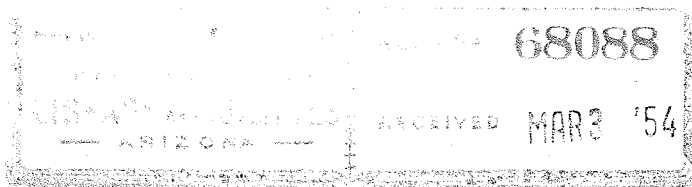


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THE ARIZONA APPRENTICESHIP COUNCIL MEMBERS

EMPLOYEES  
REPRESENTATIVES

John T. Weir, Secretary  
President  
Intermountain District  
Metal Trades Council  
Room 523 Heard Building  
Phoenix, Arizona

A. E. Williams  
Business Representative  
Phoenix Building and  
Construction Trades Council  
1637½ W. Jefferson St.  
Phoenix, Arizona

Fred D. Rhodes  
Secretary Tucson Building &  
Construction Trades Council  
1700 E. Broadway  
Tucson, Arizona

EMPLOYER  
REPRESENTATIVES

Clifford L. Maddox,  
Chairman  
General Contractor  
Member of A.G.C. & A.B.C.  
1525 S. Central Ave.  
Phoenix, Arizona

H. C. Weed  
General Superintendent  
Inspiration Consolidated  
Copper Company  
Inspiration, Arizona

John T. Kimball  
Vice President  
Central Arizona Light &  
Power Company  
501 South 3rd Avenue  
Phoenix, Arizona

PUBLIC MEMBER

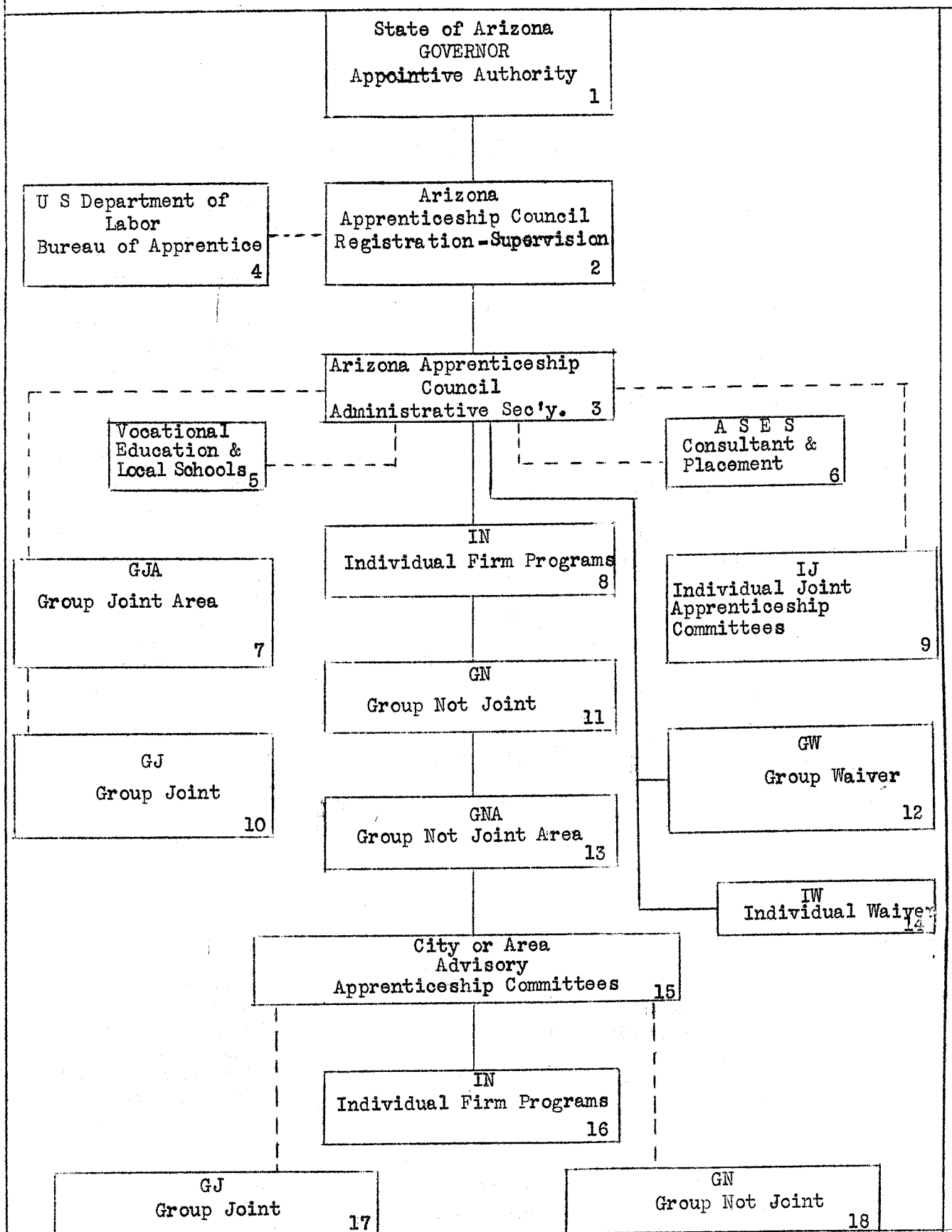
Rev. Charles S. Kendall  
Central Methodist Church  
134 W. Coronado Road  
Phoenix, Arizona

CONSULTANT MEMBERS

Edwin C. Gracey  
State Director  
Trade & Industrial Education  
Capitol Annex  
Phoenix, Arizona

John N. Brennen,  
State Manager  
Department of Labor  
Industrial Commission  
39 W. Adams, Winters Bldg.  
Phoenix, Arizona

James A. Rork  
State Director  
Arizona State Employment Service  
101 Heard Building  
Phoenix, Arizona

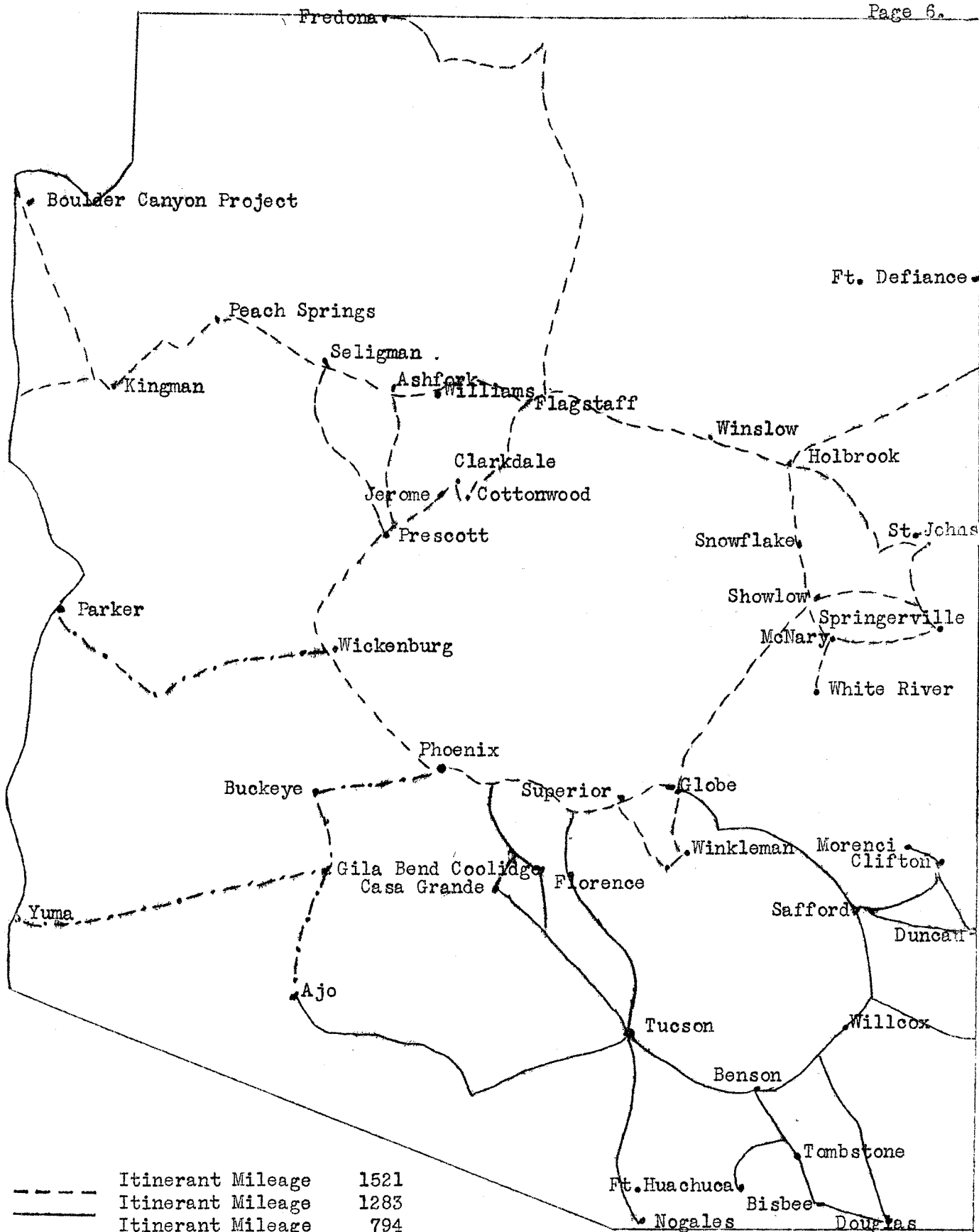


Solid line denotes direct supervision by the Arizona Apprenticeship Council.  
Broken line indicates indirect supervision and liason.

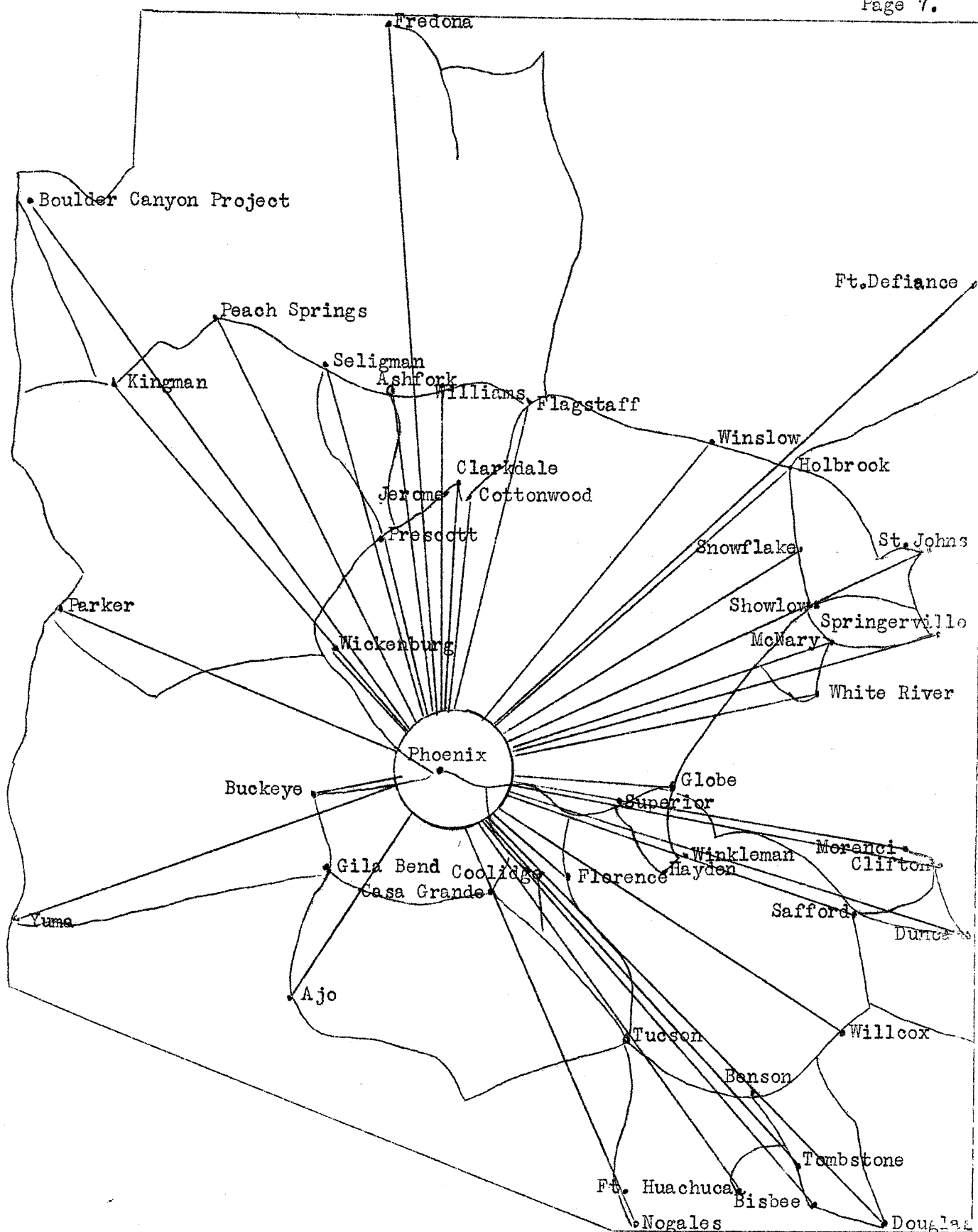
Reference Page 3- Diagram

1. Appointive Authority - The Appointive authority, the Governor of Arizona, is a provision of Section 1 of the Arizona Apprenticeship Law.
2. Arizona Apprenticeship Council - appointed by the Governor. The Council's Functions are set forth on pages 8 and 9 in the booklet "Apprenticeship in Arizona".
3. Arizona Apprenticeship Council Secretary.  
The Duties of the Secretary are determined by the Apprenticeship Council.
4. U. S. Department of Labor - Bureau of Apprenticeship
5. State Department of Vocational Education  
The provisions of related instruction and theoretical instruction for apprentices, the employment and training of teachers for classroom work and the coordination of the related instruction with the employment experience are functions of the State Vocational Education Department.
6. Arizona State Employment Service  
Personnel of the State Employment Service serve as consultants to the Apprenticeship Council and to local and area committees.
7. Group Joint Area  
An Area system embracing all of the participating establishments, which is jointly established by employers and employee organizations and operated by a committee equally representative of employers and employees.
8. Individual Not Joint  
A system of apprenticeship, limited to one company, which is established and operated by employer only.
9. Individual Joint  
A system limited to one company, which is jointly established by employer and employee organization and operated by a committee equally representative of employer and employees.
10. Group Joint  
A system embracing two or more companies, which is jointly established by employers and employee organization and operated by a committee equally representative of employers and employees.

11.    Group-Not-Joint  
      A system, embracing two or more employers, which is established and operated by employers only.
12.    Group Waiver  
      A system embracing two or more companies, which is jointly established by employers and employee's organization, but in which one of the parties has waived participation in the operation of the system.
13.    Group-Not-Joint-Area  
      A system, embracing all the participating firms in the area, which is established and operated by employers only.
14.    Individual Waiver  
      A system, limited to one company, which is jointly established by employer and employee's organization, but in which the employee's organization has waived participation in the operation of the system.
15.    City or Area Advisory Committee  
      An overall committee established to coordinate the efforts of a city or area trade committees.
16.    Individual Firm Program  
      Same as item number 8, operating directly under the supervision of the Arizona Apprenticeship Council and the City or Area Advisory Committee.
17.    Group Joint  
      Same as item number 10, operating under the City or Area Advisory Committee.
18.    Group-Not-Joint  
      Same as item 11, operating under the City or Area Advisory Committee.



There are many intermediate centers of training not indicated on this map. Only the principal centers on regular highways have been shown.



Principal centers of training supervised by the Arizona Apprenticeship Council from the Phoenix office.

There are many intermediate centers of training not indicated on this map. Only the principal centers on regular highways have been shown.



## APPRENTICESHIP ACTIVITY

## BY INDUSTRY

* MINING	Phelps-Dodge	Apprentices Registered	Apprentices Cancelled	Apprentices Completed	Apprentices Active
	Ajo Branch	41	21	9	11
	Douglas Branch	22	9	11	2
	Bisbee Branch	18	8	5	5
	Morenci Branch	75	17	16	42
	Inspiration Copper Co.	22	6	9	7
	Castle Dome- Miami Copper Co.	99	40	40	19
	Sub Total	277	101	90	86
** CONSTRUCTION		1783	914	296	573
*** UTILITIES					
	Arizona Edison	8	4	2	2
	Central Arizona Light & Power	58	5	25	28
	Salt River P.A.I. Power District	75	32	23	20
	Sub Total	141	41	50	50
**** ALL OTHER		2139	1167	167	665
	Grand Total	4200	2223	603	1374

\* The following trades are represented in the mining programs; bricklayer, blacksmith, boilermaker, carpenter, electrician, machinist painter, pipefitter, and sheet metal worker.

\*\* Includes all basic construction trades.

\*\*\* Includes the following trades; automotive mechanic, electrician, line-man, meterman and machinist.

\*\*\*\* Includes apprenticeable trades in the following industries: manufacturing service industries, automotive industry and other miscellaneous trades.

REGISTRATION      ACTIONS

Page 9.

Accumulated totals as of December 31	1943	1944	1945	1946	1947	1948	1949	Oct.31 1950	Nov.30 1950
Apprentices registered	292	299	406	1503	2242	3345	3662	4079	4127
Apprentices cancelled	130	135	173	356	671	1204	1829	2199	2223
** Apprentices Completed	43	44	48	65	111	205	374	598	603
Apprentices re-instated	0	0	0	2	2	12	19	70	73
Apprentices Active	119	120	185	1084	1462	1948	1478	1352	1374

\*\* Certificate of Completion of Apprenticeship is granted only on the recommendation of the apprenticeship committee and/or employer confirming that the apprentice has met all requirements of the applicable apprenticeship standards.

However, many apprentices now listed as cancelled have reached the earning capacity of journeyman, but have not been granted Certificates because of their failure to fulfill all the requirements set forth in their apprentice agreement.

## THE ARIZONA APPRENTICESHIP COUNCIL

LABOR LAWS - STATE OF ARIZONA - 56-1107 through 56-1111

RELATED TO APPRENTICESHIP: PROVIDING FOR VOLUNTARY APPRENTICESHIP AGREEMENTS AND FOR THE CREATION OF AN APPRENTICESHIP COUNCIL, AND REPEALING CHAPTER 82, SESSIONS LAWS OF 1941, AND MAKING AN APPROPRIATION:

Under the provisions of the Arizona Apprenticeship Act, the Apprenticeship Council has justified its creation. The figures compiled and given in this report show the tremendous growth of the apprenticeship system in Arizona under the direction and guidance of the Council. By its promotional activities and assistance given Arizona Industry, the opportunities for the young people of our State to obtain formal training in the skilled trades have been provided for the first time in the State's history. The Council has assisted Arizona industry in the formulation of apprenticeship standards, in the development of work processes for individual trades, has cooperated with and coordinated the efforts of industry, the State Department of Vocational Education, the Bureau of Apprenticeship, United States Department of Labor and local apprenticeship committees in obtaining from every possible source related instruction material for Arizona Apprentices.

## COUNCIL MEETINGS:

During the calendar year of 1950, the council has held four regular quarterly meetings to review the work of its personnel, examine apprenticeship standards, review applications of establishments for approval and certification to participate in apprentice training programs, approve new apprenticeship committee members, withdraw certification of establishments previously approved for cause and generally direct the activities of the working staff charged with the responsibility of carrying out the functions of the council.

At the four Council meetings held during the current year the following action was taken by the Council:

New establishments approved -----	102
Establishments - certification withdrawn -----	123
New Standards Approved	
G J -----	4
G N -----	8
I N -----	29
New Standards Not Approved	
G N -----	2
I N -----	38

## PLACE OF COUNCIL MEETINGS:

The first meeting of the Council in the current year was held in Phoenix on March 13 and 14th. The Second meeting in Safford, on May 18th and 19th. The third meeting was held in Flagstaff, on August 17th and 18th, and the last regular quarterly meeting for the calendar year was held in Prescott, on November 9th and 10th.

The meetings of the Council are rotated and every effort is made to give as wide coverage as possible for the purpose of rendering assistance to Area committees when the need appears greatest. The Safford, Flagstaff and Prescott meetings were held in these cities at the invitation of the respective area committees which had arranged completion ceremonies to co-incide with the regular meetings of the Council. In each instance members of the council attended and took part in the ceremonies.

#### COUNCIL RECOGNITION OF ASSISTANCE:

At the regular quarterly meeting of the Council in Flagstaff, on August 17th and 18th, a resolution was passed by the Council commending the Arizona State Employment Service for its assistance and cooperation in the development of apprenticeship, particularly in the areas outside of the metropolitan centers.

At the regular quarterly meeting in Prescott on November 9th and 10th the Council passed resolutions expressing the Council's appreciation for the cooperation of the Disabled American Veterans, Chapter #3 Prescott; the Earnest A. Love Post #6 American Legion; and the Bucky O'Neill Post #541, Veterans of Foreign Wars, in promoting sound apprenticeship in Prescott and Yavapai County.

# COMPLETION CEREMONIES:

The first public Completion Ceremony for apprentices was held in Tucson September 16, 1949, under the auspices of the Tucson Advisory Apprenticeship Committee. This ceremony in conjunction with a banquet for the occasion, was held in the Tucson High School Cafeteria. More than four hundred attended the ceremony, representing business and professional men, community leaders, members of the several apprenticeship Committees, Apprenticeship Council members and guests. Eighty four apprentices, who had completed all phases of apprenticeship, were granted Certificates of Completion of Apprenticeship following the banquet. The toastmaster for the occasion was Mr. William Kimball of Tucson and the Principal speaker for the evening was Mr. John T. Kimball, Vice President of the Central Arizona Light and Power Company.

The next Completion Ceremony was held in Safford under the auspices of the Safford-Thatcher Area Joint Apprenticeship Committee, on May 19th, 1950. More than a hundred community leaders, business and professional men, committee members and guests attended the Safford ceremony. On this occasion fifteen apprentices received their Certificates of Completion of Apprenticeship.

On May 27, 1950 the second ceremony for apprentices was held in Tucson. At this time seventy-three apprentices received their certificates. Mr. George V. Christie, Vice President of the First National Bank, was the principal speaker. Mr. Robert D. Morrow was Toastmaster. Mr. Arch Humphrys, President of the Arizona State Federation of Labor, and Mr. William E. Nauman, Vice President of the Arizona Building Contractors Association also spoke.

The next Completion Ceremony was held in Flagstaff, on August 17, 1950, under the direction of the Flagstaff and Coconino County Joint Apprenticeship Committee. This ceremony and banquet was attended by more than one hundred community leaders interested in the apprenticeship system. Eight Flagstaff youths received the highly prized Certificate of Completion of Apprenticeship on this occasion. Dr. Earl C. Slipper, Chairman of the Flagstaff Area Committee served as Toastmaster, Mr. John T. Kimball, Vice President of Calapco and Mr. A. E. Williams, President of the Phoenix Construction and Building Trades Council were the principal speakers. Dr. Francis Osborn, Industrial Arts Department of the Arizona State College, presented the certificates to the completed apprentices.

The last Completion Ceremony for apprentices was conducted by the Prescott and Yavapai County Joint Apprenticeship Committee on November 10, 1950. The Prescott Committee held a banquet at the Hassayampa Hotel, attended by more than a hundred business and professional men, employers of apprentices, committee members and Apprenticeship Council members. Mr. Gary O. Vyne, Prescott businessman, acted as Toastmaster for the evening. Principal speakers for the evening were Mr. K. S. Brown, President of the Arizona State Federation of Labor, and Mr. Jack Grady, Associate Secretary of the Industrial Council. Nineteen young men of Prescott were granted Certificates.

# VOLUNTARY APPRENTICESHIP:

The apprenticeship system in Arizona functions on a voluntary basis under the supervision of the several types of apprenticeship committees indicated on page 3 of this report. There were, as of December 1, 1950, 540 voluntary apprenticeship programs functioning in the State. These programs are supervised by

committees organized on the basis of an area, industry, single trade and individual firm. On December 1, 1950, there were 86 such committees with a combined membership of 688. These members of the various committees, composed of business, professional leaders in the community (and where employees are represented by bona fide organizations) labor leaders, supervise the apprentices throughout the State in 74 apprenticeable occupations. Since apprenticeship in Arizona is voluntary it requires the constant service of a coordinating body to counsel and assist in disseminating information on apprenticeship practices, furnish material on acceptable work processes and standards, give assistance to other agencies in obtaining related instruction material to the end that every young man who enters a period of apprenticeship has the opportunity to develop into a skilled and competent craftsman.

#### GROWTH OF APPRENTICESHIP UNDER THIS SYSTEM:

The steady growth in the number of apprentices registered and the number of apprentices having reached journeyman status through apprenticeship is indicated on page 9 of this report, Registration Action. Constant promotion of sound apprenticeship, close cooperation with industry and counsel and advice to apprenticeship committees has brought about this growth. There is a growing interest in apprenticeship by Arizona industry. During the period 1941 to 1950, more than 3000 individual establishments were inspected as to training facilities to participate in the apprenticeship system. These inspections entailed the checking of the number of qualified journeymen employed in the establishment, an analysis of the work actually performed in the establishment, the number of apprentices that could be used consistent with sound training policies, the method to be used in supervising the apprentices, and the gathering of other factual data relative to eligibility of the Firms to participate in apprenticeship. At present there are 2281 Arizona firms certified as eligible to participate in apprentice training.

#### EXTENT OF APPRENTICESHIP IN ARIZONA:

Arizona is the fifth largest state in the Union, covering some 113,956 square miles. The extent of the coverage by the Council is indicated on the Itinerant Travel map and the map showing the principal training centers. The travel required by Council representatives to make only a periodic visit to assist area committees is indicated on the two maps. To render the maximum service to Arizona industry in this large area at the lowest possible cost requires personnel that are thoroughly familiar with the character of Arizona industry and who are experienced in determining adequate and proper facilities for sound apprenticeship. Close contact with industry is most essential and the Council has maintained such contacts since its creation in 1941. During the latter part of this nine year period the Council has been constantly aware of Arizona's industrial growth and the resultant need of an ample supply of skilled workers. The Council is also cognizant of the continuing influx of new industries into our State with the attendant demand for additional skilled workers.

#### APPRENTICE APPLICANTS:

Under ordinary circumstances, industry looks to High School and Vocational Schools for apprentice material. Many young graduates of these schools, not wishing to pursue further academic studies, enter into industry through trade channels. -- This normal practice was interrupted to a great extent at the close of World War II with the discharge of thousands of our Armed Service personnel the latter part of 1945 and continuing into 1946.

When the training provision of Public Law 346 was written (G.I. Bill) the facilities of established agencies were recognized as the vehicle by which the returning veteran who had spent time in the service that might otherwise have been used to learn a skilled trade, could take advantage of the training provisions of the G.I. Bill. The provisions of this Bill also qualified existing Apprenticeship Councils throughout the nation, as the certifying agencies for establishments eligible for training World War II Veterans in recognized apprenticeable occupations.

The registration action report, page 9, shows approximately a 400% increase in the number of registered apprentices for 1946 over the year of 1945. This tremendous increase is accounted for by the indenture of World War II Veterans into the apprenticeship System. This upswing in registration imposed some rather serious problems on the Apprenticeship Council. The appropriation previously made for expenditures of the Council, was intended to meet the expense of regular council meetings, office expense and part time salaries, under conditions existing prior to 1945. The burden of meeting requirements imposed by the influx of the World War II Veteran into the apprenticeship system was not alleviated until May, 1948. During May 1948, a contract was entered into between the Governor and the Veterans Administration under Public Laws 679, providing for re-imbursement for funds spent by the Apprenticeship Council for services rendered to apprentices training under Public Law 346, as amended.

The present contract between the Governor and the Veterans Administration expires on June 30, 1951. Notwithstanding the fact that there are currently more than 600 veterans pursuing apprenticeship training, it appears unlikely that a new contract will be negotiated at the expiration of the present one.

In view of this situation, it is the hope of the members of the Arizona Apprenticeship Council and the hundreds of participating establishments, that the legislature will provide the necessary funds to continue the Council's service to Arizona Industry and the Public as well as the remaining Veterans who may yet take advantage of apprenticeship to develop the required skills to meet the demand of our expanding State economy.

#### THE ARIZONA APPRENTICESHIP LOOKS TO THE FUTURE:

##### APPRENTICESHIP EXPANSION

The close contact maintained by the Arizona Apprenticeship Council with industry in Arizona discloses that there has been and still is a steady flow of workers into Arizona. Among these workers a substantial percentage are veterans who come to Arizona seeking better health conditions for themselves or some member of their immediate family. Many of these veterans have had some training in skilled trades in other parts of the country, yet have not reached the objective of skilled craftsmen capable of earning a living under highly competitive conditions that prevail in present day industry. Many are still eligible for additional training and in a large percentage of cases are desirous of completing their training and reaching the object of skilled craftsmen.

THE ARIZONA APPRENTICESHIP LOOKS TO THE FUTURE: (Continued)

INDUSTRIAL DEVELOPMENT

In keeping with the combined efforts of Greater Arizona, Chambers of Commerce and newly organized local groups, to promote new industries in Arizona, the problem of developing skilled workers to man these new industries is one of which the Arizona Apprenticeship Council is keenly cognizant. Industry in Arizona has, by its wide participation in the apprenticeship system, acknowledged that a formal and well supervised system of training through the apprenticeship system is the only acceptable means of developing the skills required to adequately man our present and prospective Arizona industries. The close cooperation between the Arizona Apprenticeship Council and these organizations promoting greater industrial development for Arizona is essential. This obviously requires constant service to industry by the Apprenticeship Council. If the youth of our State is going to have an opportunity in this industrial development he must have an opportunity to acquire the needed skills. The mechanics of acquiring these skills has been established through apprenticeship in Arizona.



SUPPLEMENT TO THE BUDGET

In the preparation of the Budget request covering the operational requirements of the Council for fiscal year of 1951-'52 and 1952-'53, two thoughts were paramount. First; that provisions be made to continue the Council's services to Arizona Industry. Secondly, that the absolute minimum requirements for such service through apprenticeship be requested.

A review of the map on page 6 and 7 showing the scope of coverage made by Arizona Apprenticeship Council personnel, will substantiate the fact that only the absolute minimum requirements have been requested.

**SUMMARY OF DUTIES OF COUNCIL PERSONNEL:**

The Secretary or Director, chosen by the Council as prescribed by law, is required to thoroughly scrutinize all apprenticeship standards, approve and register all apprentice agreements, prepare and submit to the Council at its regular quarterly meetings all new standards, revised standards, revised work processes, related instruction material for review and approval. The Secretary will act as administrative head of the Council and will be responsible to the Council for performing such other duties relative to apprenticeship as the Council may direct.

The Field Representative or Supervisor, working under the direction of the Secretary will inspect establishments for adequate training facilities, explain minimum requirements of apprenticeship and assist such establishments in formulating acceptable standards of apprenticeship.

He will contact management representatives, employer associations, and employee organizations to encourage the development of apprenticeship systems. He will assist industry representatives in forming apprenticeship committees, assist in formulating standards, advise such committees as to State and Federal minimum requirements. He will assist apprenticeship committees in obtaining through the State Department of Vocational Education, related instruction material for apprentices.

After apprenticeship standards have been formulated and approved and registered with the Arizona Apprenticeship Council, the field representative will continue to service the program, making periodic visits to participating establishments, attending committee meetings, advising and counselling committees on accepted evaluation and selection of apprentices. He will keep informed on apprenticeship generally on a state and national level in order that he may properly inform committees on the apprenticeship system and its progress. He shall perform such other duties as may be subscribed by the Council and the Secretary relating to apprenticeship.

**Office Secretary:**

The Secretary will be required to perform general office work, keep records, compile reports and data under the direction of the Secretary-Director, type and perform such other duties in the office as prescribed by the Director.

PERSONAL SERVICES:	Actual Expense 1949-1950	Estimated Expense 1950-1951	Requested 1951-1952	Requested 1952-1953
130 Wages				
Director-Secretary	4200.00	4200.00	4800.00	4800.00
Supervisor-Representative	3600.00	3600.00	4200.00	4200.00
Bookkeeper-Stenographer	2306.25	0000.00	2400.00	2400.00
Council Members	636.00	1320.00	840.00	840.00
Misc. Steno-Typist-Clerk	793.75	249.00	000.00	120.00
Total Wages	11,536.00	9,369.00	12,240.00	12,360.00

## BUDGET ESTIMATES &amp; REQUESTS

## ARIZONA APPRENTICESHIP COUNCIL

	Actual Expense	Estimated Expense	Requested	Requested
	1949-1950	1950-1951	1951-1952	1952-1953
Personal Services				
110 Salaries	1,429.75	1,569.00	12,240.00	12,360.00
Contractual Services				
211 Postage	75.00	100.00	120.00	120.00
212 Telephone-Telegraph	215.80	213.50	230.00	250.00
220 Travel-State	371.30	819.88	3,435.80	3,485.00
240 Professional Fees	7.50	-----	-----	-----
260 Maintenance of equipment	12.50	25.00	25.00	25.00
Total Contractual Services	682.10	1,158.38	3,810.80	3,880.00
Supplies & Parts				
380 Office supplies & printing	1,334.53	712.54	945.00	1,025.00
Fixed Charges				
413 Rent - Offices	459.96	490.08	520.20	520.20
417 Other Rent	15.30	000.00	000.00	000.00
421 Bonds of Officials & Employees	70.00	70.00	70.00	70.00
490 Other Fixed Charges	7,000.00	7,000.00	7,000.00	7,000.00
Total Fixed Charges	7,545.26	7,560.08	7,590.20	7,590.20
Grand Total	10,991.64	11,000.00	24,586.00	24,855.20
Less Revolving Fund, returnable to State General Fund at the end of each Fiscal Year	7,000.00	7,000.00	7,000.00	7,000.00
Net Total Expended & Requested	3,991.64	4,000.00	17,586.00	17,855.20